

FALL 2020 Vol. 45 No. 3

[www.ufcwlocal1445.org](http://www.ufcwlocal1445.org)

# UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445



**100 YEARS AGO WOMEN HAD TO FIGHT  
FOR THE RIGHT TO VOTE  
TODAY MANY AMERICANS MUST STILL  
FIGHT FOR THAT RIGHT  
VOTING IS YOUR RIGHT  
**REGISTER AND VOTE!****

# IT PAYS TO BELONG TO LOCAL 1445

## NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

June 16 - September 17, 2020 **1,132**

## GRIEVANCES HANDLED:

June 16 - September 17, 2020 **306**

## BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

June 16 - September 17, 2020 **\$5,803.00**

## UFCW Interstate H & W Fund

**Claims Paid - Experience Report  
June 18, 2019 through September 11, 2020**

### Coverage:

<b>Disability</b>	<b>585,421.45</b>
<b>R<sub>x</sub></b> (6/16/20 - 8/31/20)	<b>1,598,782.05</b>
<b>Medical</b> (6/12/20 - 9/3/20)	<b>9,681,102.05</b>
<b>Total</b>	<b>\$11,865,305.55</b>

## HERO AT WORK



**John Ventresco  
Stop & Shop - Danvers**

BA Civita Fulchini reports that John has been a member of UFCW Local 1445 for 63 years. Yes, you read that right - 63 YEARS! Way to go, John!!!

**Know someone who needs a union?**

**Tell them to call  
Local 1445!**

**Organizing Department**

**1-800-439-1445**

## LOCAL 1445 UNIONNEWS



Published Quarterly at Boston, MA by:  
**UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL 1445** ~  
Chartered by the United Food & Commercial Workers International Union

**FERNANDO LEMUS - President**  
**FABRICIO DASILVA - Sec'y-Treas**  
**LAURIE LEMUS - Recorder**  
**LINDA FERRAZZARA - Managing editor**



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**Not sure if you're registered?**

**You can check at  
<https://www.mass.org/can-i-vote>**

# Congratulations to our latest **Active Ballot Club (ABC)** winners!

If you've signed up for ABC, you're automatically entered in the raffle and **YOU** could be one of our next winners!

At **LEAST** six winners - *two \$100 winners and four \$50 winners* -

are chosen at each quarterly membership meeting from all members entered. **You do not have to be present to win.**



*\$100 winner Maria Barreto (UMass Memorial Medical Ctr) with BA Steve Lajoie*



*\$100 winner John Masciave (Stop & Shop - Natick) Photo not available at press time*



*\$50 winner John Vissa (Stop & Shop - Walpole) Photo not available at press time*



*\$50 winner Theodora Barkett (Macy's - Warwick, RI) Photo not available at press time*



*\$50 winner Cynthia Griffin (Stop & Shop - Winchester) Photo not available at press time*



*\$50 winner Carla Franklin (The Reservoir) Photo not available at press time*

**NOW MORE THAN EVER Supporting ABC means safeguarding laws that protect YOUR rights and benefits, such as overtime pay.**

**Don't miss out - see your shop steward and sign up TODAY!**

Not sure who's your shop steward? Speak to your business agent, or call the Local 1445 office (1-800-439-1445) and we'll be happy to help you.

## PRESIDENT'S MESSAGE

### President Lemus

began his career in the labor movement in September 1989, when he became a member of Local 1445 working as a fulltimer at Filene's Basement Distribution Center in Somerville, Massachusetts. Fernando soon became the shop steward, standing up for his members on-the-job and participating as an active member of the contract negotiating team.

**MEET  
YOUR  
NEW  
PRESIDENT**



**FERNANDO LEMUS**

In October of 1996, Fernando joined the Local 1445 staff as a SPUR (Special Project Union Representative) and has continued working for Local 1445 members ever since, in a variety of roles in nearly every department.

As an organizer, Fernando was fundamental in successfully organizing UMass Memorial Medical Center and St. Vincent Hospital in Worcester, Angelical Textiles and Royal Hospitality Services in Somerville, United Linen Services of New England, and Dianne's Fine Desserts, all of which helped to diversify the industries that Local 1445 now represents.

In October of 2003, Fernando was unanimously voted onto the UFCW Local 1445 Executive Board as a vice president, and in December was promoted to servicing representative/business agent. For the next twelve years, Fernando continued to fight for and protect the rights of our mem-

bers by handling day-to-day grievances and arbitrations, and by helping to bargain great contracts throughout multiple industries, often in spite of company resistance and even outright hostility.

March 2015 marked Fernando's promotion to Director of Collective Bargaining, making him responsible for training and assisting all Local 1445 agents in closing the best deals possible for the local union membership in every single industry and at every single company we represent. In April of 2019 it fell to Fernando to oversee and coordinate the 11-day strike of thousands of our Stop & Shop members, which ultimately forced the company to bargain in good faith for the excellent contracts that our members have earned through their dedication and the hard work they do every day.

Promotion to Executive Vice President/

*Continued on page 14*

## GUEST EDITORIAL



**DAVE  
YOUNG**

*Guest editorial by Dave Young  
Director, UFCW Region 1*

# Standing Together to Restore Hazard Pay

One thing this pandemic has made clear is just how valuable members of Local 1445 are to your communities as you continue to work tirelessly on the front lines to feed America's families and perform other essential duties. It's imperative that you and all of America's frontline workers have hazard pay reinstated because this pandemic is far from over.

That's why the UFCW has launched a new national campaign to restore hazard pay for millions of America's frontline workers. The new campaign is calling on the country's leading grocery companies — including Whole Foods, Walmart, Kroger, Albertsons, Ahold — and many other essential businesses, to reinstate hazard pay in light of the continuing human cost being paid by America's grocery workers and other essential employees during the ongoing COVID-19 pandemic.

The first part of the campaign was launched during the week leading up to Labor Day, and included at least 26 worker actions that were held at grocery stores and other essential businesses in California, Texas, Georgia, Virginia, Colorado, Washington, Tennessee, Maryland, West Virginia, and other states hit hard by COVID-19.

The new campaign includes targeted paid and digital media to highlight the serious health threats these workers continue to face. The UFCW is also connecting customers and community members with essential workers to call on these businesses to guarantee hazard pay as long as the COVID-19 pandemic continues, and released first person testimonials from workers on the front lines, as well as customers and local community members, about the importance of hazard pay.

To view the first person testimonials or to tell your own story about the importance of reinstating hazard pay, visit <https://ufcw.soapboxx.us/all-videos>.

**Thank you for being an essential part of our union and  
for everything you do to make the UFCW better and stronger.**

## AT YOUR SERVICE

### Your Union Bulletin Board

Every Local 1445 location has a Local 1445 union bulletin board; this is an important way that your union can keep you informed about what's going on and what you need to know.

On that bulletin board should be posted a shop card that shows the name and picture of your business agent and their contact information – cell phone number and email address - as well as the names of your stewards. There's also the contact information for the union office in Dedham, in case you need it.



**KEVIN MCGAFFIGAN**

The bulletin board will also display information about Local 1445 programs, such as the FREE COLLEGE BENEFIT, Local 1445 scholarships, Union Plus benefits and discounts, Local 1445 events, the times and locations of quarterly membership meetings, and much more.

If you're not sure where your union bulletin board is located, check with one of your stewards. And if you're not sure who your stewards are, check with your business agent. And if you're not sure who your business agent is, contact the union office – 800-439-1445 or [www.ufcwlocal1445.org](http://www.ufcwlocal1445.org) – and we'll be happy to help you.

And if there is no union bulletin board where you work, let us know! **Every** workplace should have one.

Your union bulletin board is your lifeline to your union so make sure you check it from time-to-time to keep up with all that's happening at your local union, Local 1445.



## Your Business Agents

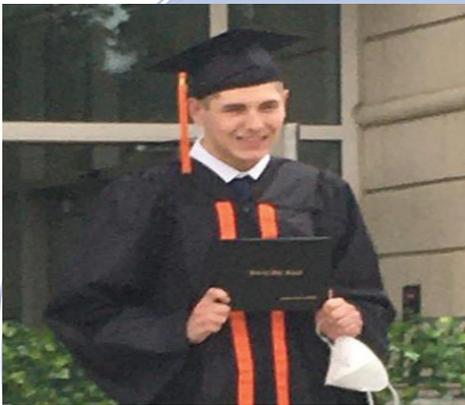
(Counterclockwise from left):  
Chris Hall, Laurie Lemus,  
Civita Fulchini, Lisa Ronayne,  
Eldemira Pires  
These are the people who answer  
your texts and calls.

**THEY WORK HARD FOR YOU.**  
More BA photos on page 13



## Scholarship Winners

In addition to the lucky students pictured below, Local 1445 scholarships were also awarded to Lauren Mendoza, Marissa Patti, and Christian Daley. **CONGRATULATIONS!**  
See pages 8 - 10 for scholarship applications and information for next year!



Dominic Sardelli



Julia Chen



Shizan Rikgoyal



Jonathan Wood



Alberto Nascimento



Katiana Kable

# UFCW LOCAL 1445 HEROES AT WORK

No matter where they work or what they do,  
our members are doing their part to make  
sure the services and products  
their communities need are available.  
Every day.



**UFCW Local 1445**  
**2021 - 2022 Lottery Scholarship application**  
**(MEMBERS ONLY – see important note below**  
**for application information for family members\*)**

This UFCW Local 1445 scholarship will be awarded to Local members who are NOT currently in school but who have decided to resume their educations. Scholarship winners will be chosen by random drawing from eligible applicants at the Local 1445 quarterly membership meeting held in July. (*\*Please note: Graduating high school seniors who will be attending a vocational school program, rather than a college or university, are also eligible to enter this lottery but they must fill out and submit the “2021-2022 Scholarships” application form rather than this one.*)

The applicant must be a UFCW Local 1445 member in good standing at the time of the drawing. **Applications must be postmarked no later than July 15, 2021.**

After the winner has been selected, the winner will be notified by her/his business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is enrolled in a certificate or degree program at the school of her/his choice.

Submitting THIS application form will qualify the eligible applicant for inclusion in the Local 1445 Lottery scholarship drawing, provided the following additional requirements are met:

- Applicant is NOT CURRENTLY a student, WAS NOT a student during the last regular school year (2020-2021), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2021; AND
- Applicant is a member in good standing of Local 1445 at the time of the lottery drawing.

**\*IMPORTANT!** If you are a **high school senior** who will be attending a **vocational** school (rather than a college or university) upon graduation please be sure to fill out and submit the **Local 1445 2021 – 2022 Scholarships application NOT this one**, as noted above. **This Lottery scholarship application is ONLY for MEMBERS who are not currently in school.**

Name: \_\_\_\_\_ Telephone: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

School to attend in 2021: \_\_\_\_\_

I AM a member of Local 1445 at: \_\_\_\_\_  
Employer's name: \_\_\_\_\_ Location name/number: \_\_\_\_\_

*I understand that this application for is for MEMBERS ONLY who are NOT currently high school or undergraduate students.*

Return this form to **UFCW Local 1445 Lottery Scholarship, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda**. Entries must be postmarked July 15, 2021.

Confused? Need more info? If you have any questions at all, please don't hesitate to call Linda at 800-439-1445, ext. or 101; or email [ufcw1445@ufcwlocal1445.org](mailto:ufcw1445@ufcwlocal1445.org) and put "Scholarship question" in the subject line.

**UFCW Local 1445**  
**2021 - 2022 Essay Scholarship Application**  
**(High school seniors only)**

This UFCW Local 1445 scholarship will be awarded to college-bound high school seniors who are Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be selected based on the content and ideas expressed in the accompanying essay, and will be announced at the Local 1445 quarterly membership meeting held in July. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer; **applications must be postmarked no later than July 15, 2021.**

After the winners have been selected and announced, each winner will be notified by his/her business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is a fulltime student at the college or university of her/his choice.

**Students:** Complete this application and forward it, along with a 750 – 1000 word essay, to the address below. You (or a parent or grandparent) must be a union member; your essay must be on the theme “How I Would Convince a Skeptical Friend That ***The Union’s Got My Back***” (or “***...My Parent’s Back***”, or “***...My Grandparent’s Back***”, depending upon who’s the union member in your family - you get the idea) and should be double-spaced on single sided sheet(s). Application forms submitted without an accompanying essay will not be considered. (See the essay guidelines online for suggestions on what points to cover.)

**IMPORTANT!** You may also be eligible for the Nicole Berman Memorial scholarship, the Local 1445 Women’s Network/Beppie McNally Memorial scholarship, the Dennis Norton Memorial scholarship, and the Joe Hayes Memorial scholarship. By filling out this application and submitting your essay, if you are eligible you will automatically be entered in those scholarship drawings as well.

Name of student: \_\_\_\_\_ Telephone: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

School to attend - Fall 2021: \_\_\_\_\_

**I AM** a member of Local 1445 at \_\_\_\_\_  
*Employer’s name* *Location name/number*

**I am NOT** a member. My parent  or grandparent  (check one) is a member or retiree:

\_\_\_\_\_  
*Member’s or retiree’s name* *Employer’s name* *Location name/number*

Return this form to and your essay to **UFCW Local 1445 Essay Scholarship, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 15, 2021.

Confused? Need more info? If you have any questions at all, please don’t hesitate to call Linda at 800-439-1445, extension 101; or email [ufcw1445@ufcwlocal1445.org](mailto:ufcw1445@ufcwlocal1445.org) and put “Scholarship question” in the subject line.

# **UFCW Local 1445**

## **2021 – 2022 Scholarships Application**

These UFCW Local 1445 scholarships will be awarded to Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be chosen by drawing at the Local 1445 July 2021 quarterly membership meeting from among all eligible applicants. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer, at the time of the drawing. **Applications must be postmarked no later than July 15, 2021.**

After the winners have been selected, each winner will be notified by his/her business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is a fulltime student or enrolled in a certificate or degree program at the school of her/his choice.

Submitting this application form will qualify the eligible applicant for consideration in the following four Local 1445 scholarships that are awarded by random drawing to high school seniors and undergraduate students: the **Nicole Berman** Memorial scholarship; the **Beppie McNally/Local 1445 Women's Network** scholarship; the **Dennis Norton** Memorial scholarship, and the **Joe Hayes** Memorial scholarship.

**IMPORTANT! Please note:** \*\*If you are a high school senior who will be attending a **vocational school** (rather than a college or university) upon graduation, **please be sure to indicate that on this form along with your course of study.** If you are a Local 1445 member who has been out of school for at least one year, you are not eligible for the four scholarships listed above but you may still be eligible for the *Local 1445 lottery scholarship*; please be sure to fill out and submit the **Local 1445 Lottery scholarship application** (NOT this application.) **MEMBERS ONLY who have been out of school and are NOT CURRENTLY undergraduate or vocational school students but will be going back to school must fill out and submit the separate "Lottery Scholarship" form to be eligible. High school seniors** (members or children or grandchildren of members) who will be attending a **vocational school program** rather than a college or university may also apply for the lottery scholarship and **should do so on THIS form but MUST indicate the school AND program** or the application will not be considered.

Name of student: \_\_\_\_\_ Telephone: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

School to attend - Fall 2021: \_\_\_\_\_

Year of study - Fall 2021 (freshman, sophomore, etc.): \_\_\_\_\_

**Or**  **Vocational program** (\*\* See important notes above): \_\_\_\_\_

**I AM** a member of Local 1445 at \_\_\_\_\_  
*Employer's name* *Location name/number*

**I am NOT** a member. My parent  or grandparent  (check one) is a member or retiree:

\_\_\_\_\_  
*Member's or retiree's name* *Employer's name* *Location name/number*

Return this form to **UFCW Local 1445 Scholarships, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 15, 2021.

Confused? Need more info? If you have any questions at all, please don't hesitate to call Linda at 800-439-1445, extension 101; or email [ufcw1445@ufcwlocal1445.org](mailto:ufcw1445@ufcwlocal1445.org) and put "Scholarship question" in the subject line.

# CONTRACT NEGOTIATIONS REPORT

## Having a Union Contract is IMPORTANT

During these crazy times, when so many corporations are taking advantage of the changing world we live in and the uncertainty that we all face every day, it is important for workers to have JOB SECURITY, at the very least.

Do you know if your kids will be physically going to school or will be required to take classes online? Do you know if you'll have to wait in line before you can enter a building because of occupancy restrictions? Have your temperature taken before you can go in? Be allowed to visit loved ones in nursing homes or hospitals? See friends and family members without worrying that you – or they – will be exposed to a potentially life-threatening pathogen? There's enough to worry about nowadays, without having to worry about your job!

But with a union contract, that means that's one less – but very important – thing to worry about.

Having a contract means ACCOUNTABILITY. The company must follow the contract regulations, and that provides peace of mind for our members. Not all contracts are exactly the same, but most spell out certain issues, such as schedules and overtime, regulated pay and wage increases, paid sick time and vacations, and a grievance procedure and representation when conflicts arise with management.

Negotiating decent contracts is hard work at the best of times, and can create a lot of aggravation and stress. Your negotiating committee is com-



**ELAINE O'NEIL**

posed of your coworkers who are standing up for your rights and making sure important workplace issues and concerns are addressed; your union representative is on hand to make sure the company takes these issues seriously and bargains in good faith. These two factions of the negotiating committee, working hand-in-hand, will not stop until they've been able to produce a contract that all the members can accept.

Nothing is easy during these times, but as the UFCW Local 1445 Director of Contract Negotiations, I will put all my years of experience and training to work and will continue to FIGHT, right alongside all our members, to force these companies and corporations to take care of their workers and **DO WHAT'S RIGHT.**

# Available NOW!



I'm a Local 1445 member.  
This FREE COLLEGE BENEFIT sounds great.  
Is EVERYONE in my family really eligible?



**Yes, everyone.**

If you're a UFCW member, **your entire family** (children, grandchildren, spouse, domestic partner, etc.) can earn a **free associate degree** online.

Enroll now at [UFCW.org/College](https://UFCW.org/College)

 [UFCW.org](https://UFCW.org)

Is it easy to apply? Is it convenient to attend?  
Is it REALLY FREE?



- ✓ Programs and course schedules are designed to accommodate working adults.
- ✓ Students can attend part-time or full-time.
- ✓ There are no residency requirements.

- ✓ All required materials are included with the course.
- ✓ A unionized call center helps members through the admissions process.

 **UFCW**  
a VOICE for working America

To learn more about the UFCW Free College Benefit, visit:  
[UFCW.org/College](https://UFCW.org/College) or call 888-590-9009

## And coming soon!

### Continue your journey to your Bachelor's completion program

In Partnership With



*Low-Cost*  
**BACHELOR'S DEGREE**  
*for members and families*

More information will be posted at [ufcw.org/college](https://ufcw.org/college) as soon as it becomes available. Stay tuned!



**Mat Farrell:** *“If I had to narrow down why I believe whole-heartedly in the labor movement it would be because I hate bullies. Many of these companies that our members work for are nothing more than faceless, greed driven bullies. Without the protections that UFCW 1445 provides through contracts and representation these bullies would run amok on every worker, industry, and our country. Fight back!”*



**Tony Flanagan**  
**More Local 1445**  
**Business Agents**

Dedicated to serving UFCW Local 1445 members and their communities, these agents work as many hours in the day, and as many days in the week, as it takes to make sure their members have someone to call on when they need help. Next time you see one of these hardworking BAs be sure to say "Hi!"



**Shaun Murphy:** *“I worked for Stop & Shop for more than 25 years and I know firsthand the hard work and dedication our members give, day in and day out, to provide an essential service for our communities. I have the upmost respect for each and every member of all the industries our local has the privilege to represent. I look forward to helping all our members. Thank you for all you do!!”*



**Tony Montalvo:** *“When I was a young man I defended those bullied in the school yard. Now as an adult I’m proud to say I’m still doing it, only now the bullies are corporations and I’m working with a team of like-minded people in Local 1445.”*



**Toni Silva:** *“I have worked in the healthcare industry for more than 15 years, some of those years spent as a steward at St Vincent Hospital. I definitely know what it’s like to deal with difficult managers”.*



**Steve Lajoie:** *“I’ve worked for UMassMemorial for the last 17 years and have been a shop steward for the past 16 years. I know the challenges we face in healthcare and as BA for the union, I look forward to taking the fight to the next level.”*

**President's Message** *Continued from page 3*

Assistant to the President followed in August of 2019, then election to UFCW Local 1445 Recorder in October; January of the following year marked Fernando's election by the UFCW Local 1445 Executive Board to the position of Secretary-Treasurer. In March, in accordance with the Local 1445 bylaws, Fernando assumed the role of president following the retirement of the former Local 1445 president, and was formally elected to that position by a unanimous vote of the Executive Board on April 7, 2020.

As the newly elected president, Fernando came face-to-face with one of the biggest challenges yet in his long career: COVID-19. The pandemic was spreading around the world, and in New England, thousands were getting sick and hundreds were dying. Companies were laying off and furloughing our members, as nonessential businesses were being shut down, and the Local 1445 field staff had to work from home. Yet Fernando and his leadership team, along with a skeleton crew of office staff, continued to report for work in the office every day, fighting to make sure our members were taken care of. He fought to keep as many "nonessential" workers as possible on their company payrolls and eligible for recall rights, or offered severance packages if members were unable or unwilling to return to work once COVID-19 restrictions had been relaxed or lifted. He was successful in negotiating hazard pay for thousands of our local union members and in getting local, state, and federal officials, including Massachusetts Governor Baker, to classify grocery workers as "essential", thus allowing them to qualify for better bene-

fits, such as child care, COVID-19 testing, adequate PPE, efficient workplace sanitation regulations and practices, and adjustments to schedules and assignments for workers who fall within the higher risk populations as defined by CDC guidelines. In the case of our grocery workers, Fernando fought hard to force companies to restrict the number of customers allowed in the stores at one time and to implement one-way aisles. Fernando's years of experience in negotiating with employers and fighting for employees has given him the knowledge and skills to successfully meet the continuing challenges of living and working during this worldwide pandemic, for as long as may be necessary.

As provided by the bylaws of UFCW Local 1445, the nomination/election of UFCW Local 1445 officers took place at the August 18, 2020 quarterly membership meeting; Fernando was nominated and confirmed by acclamation by the members to continue in his role as president of Local 1445 for the next three years.

"I am proud, honored, and humbled to be your president," Fernando said, "and I will work harder every day to improve the working lives of all Local 1445 members, by negotiating better contracts with improved wages, better benefits, and better and safer working conditions.

"I will work to grow and strengthen Local 1445, so that together – in solidarity - we can overcome any challenges that we may be called upon to face in the future."

***In solidarity,***



## New UFCW Local 1445 Political and Organizing Director, Gabe Camacho

Gabe Camacho, former SEIU business agent and organizer and former immigrant programs coordinator for the American Friends Service Committee, has been welcomed to the UFCW Local 1445 family as our Political and Organizing Director.

Gabe comes from a union family whose immigrant parents were members of HERE and ILGWU. “My path to the American Dream was paved by my parents’ hard work, with union pay, benefits, and representation,” Gabe said. “So I know how much unions mean to working families.”

His combined union and community organizing work bring 40 years of grassroots and political experience to Local 1445. “My philosophy is that the needs of members and their communities COME FIRST, and political activity must serve those needs.”

UFCW Local 1445 President Fernando Lemus said, “When it comes to dedication to working people and causes, Gabe is right up there at the top of the list.”

Secretary-Treasurer Fabricio DaSilva added, “Yes, I know Gabe’s unlimited energy and drive will be well spent in working for Local 1445 members and their families.”

UFCW Local 1445 is very fortunate that Gabe Camacho has joined our staff and is putting his knowledge and energy to work for the members of Local 1445 – **WELCOME!**

## LEGISLATIVE REPORT

**P**olitics is a dirty game but it should not be. UFCW Local 1445 will only support candidates that support our members and working families. Your choice is clear in the upcoming November general elections: Think about your jobs, your families, your communities, and your public services and programs. Get out there and VOTE! Enough said.

Politics also means community organizing with friends and allies of labor. Over the Labor Day weekend, UFCW Local 1445 took part in a Jewish service where organizers Vanessa Santiago and Walker Barnes, and Stop & Shop steward Kathy McGaffigan spoke about working during the pandemic. Many thanks to Congregation Dorshei Tzedek, Rabbi Toba Spitzer, and Emma Borzekowski of the Jewish Labor Committee for their invitation.

Local 1445 was also prominently featured in Labor Day press coverage at activities sponsored by the Greater Boston Labor Council. Hundreds of union and community



**GABE CAMACHO**

*Continued on next page*

**Legislative Report** *Continued from previous page*

activists gathered at the parking lot of the Boston Convention and Exhibition Center to celebrate OUR day and to honor OUR ESSENTIAL WORKERS, with Stop & Shop steward Salette Monteiro introducing the keynote speaker, Boston mayor and friend to labor, Marty Walsh.

Politics also means working to effect beneficial change on the state and local levels. Local 1445 has been fighting for hazard pay for all essential workers, which includes the vast majority of our

membership. State Representative Maria Robinson (Framingham) has introduced H. 4745 “Hazard Pay for Essential Workers” which would mandate time-and-a-half for all workers providing “essential services” as defined under Governor Baker’s March executive order. Local 1445 is working with state legislators to move the bill out of committee and to a floor vote, after which it would then go the governor’s desk. We will be sending out action alerts as to how YOU can get involved in this most important piece of legislation. Stay tuned!



## ORGANIZING REPORT

**S**enior Organizer Miguel Vasquez has won representation by an overwhelming majority of workers at the FB Packing Company plant in Roxbury.

The meat packing industry has been deemed “essential” under state and federal executive orders; however, nonunion plants are “...plagued by health and safety violations, wage theft, sexual harassment, and retaliation for union organizing activities,” said Miguel. “We are committed to organizing this essential industry because fighting for workplace justice is what we do.”

The organizing department has also achieved two landmark historic victories in Massachusetts: First, the Massachusetts State Labor Relations Commission certified Local 1445 as the exclusive bargaining agent for agricultural workers in Cultivate Holding LLC, the first time Massachusetts cannabis agricultural workers have been unionized; and second, workers at Sira Naturals in Milford ratified the first union contract in the Massachusetts cannabis industry. Sira members can now enjoy union pay scales, health and welfare benefits, pension plans, and representation on the job.

See the press releases on pp 17 & 18 for more information on these historic victories.



**Fernando Lemus**  
*President*  
**Fabricio DaSilva**  
*Secretary-Treasurer*

**For Immediate Release**  
September 4, 2020

**Contact:** Gabe Camacho (617) 947-7019

### **Landmark Labor Agreement reached between UFCW Local 1445 and Sira Naturals!**

**Dedham, MA** - On the eve the Labor Day Weekend workers at Sira Naturals voted overwhelmingly to ratify their first Collective Bargaining Agreement (CBA), giving Sira Natural employees the honor of being part of very first Massachusetts labor contract in the cannabis industry.

The United Food and Commercial Workers, Local 1445 President Fernando Lemus said, "The Union and Sira Naturals came to a mutually beneficial agreement for all employees that includes better wages, healthcare options, a retirement plan, and increased workplace safety and accountability."

The landmark contract ratified by workers at Sira Naturals continues the recent streak by workers in the Massachusetts cannabis industry. Their contract is the first, but the vote to unionize is happening across the Massachusetts cannabis landscape, and is encouraging to workers who want stable, professional careers in this emerging industry.

Political and Organizing Director, Gabe Camacho added, "we look forward to working with Sira Naturals, which has proven itself to be a responsible corporate citizen. We hope the controlling bodies over the cannabis industry in Massachusetts will take notice and award licenses to responsible employers, like Sira, that treat their workers fairly – good employee relations can only serve to benefit operators, municipalities, and entire communities of disenfranchised people."

Fabricio DaSilva, Secretary-Treasurer for Local 1445, had words of welcome after the successful contract ratification. "Sira workers join the proud family of the tens of thousands of Local 1445 members throughout Massachusetts. This industry is very profitable for operators and benefits cities and towns with an increased commercial tax base. Cannabis workers should not be left out of that growth."

Local 1445 is among the largest affiliates of the UFCW in Massachusetts, which is proud to represent tens of thousands of workers in the state. UFCW members in the legal cannabis industry work in growing and cultivating facilities, manufacturing, and processing facilities, and in laboratories and dispensaries.

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United Food & Commercial Workers Union • Local 1445 • 30 Stergis Way, Dedham, MA 02026  
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**Fernando Lemus**  
President  
**Fabricio DaSilva**  
Secretary-Treasurer

**For Immediate Release**  
August 11, 2020

**Contact:** Fabricio DaSilva (781) 461-6775

**Cultivate Cannabis Cultivation Workers Vote Union Yes!**

**Leicester, MA** - Today workers at the Cultivate Holdings LLC agricultural facility in Leicester won their election by an overwhelming majority and will join Massachusetts' Cannabis Union, Local 1445 UFCW. The cultivation facility employs dozens of people and supplies dispensaries in the Greater Boston Area. This certification by the Department of Labor Relations (DLR) officially assigns the United Food & Commercial Workers Union as Cultivate's exclusive bargaining agent.

Cultivate workers acknowledged their historic vote that organized Massachusetts agricultural workers for the first time. "This is just not a victory for cannabis workers at Cultivate, but for all cannabis workers. We've set a precedent by working collectively that enables us not only to survive but to thrive," said Craig Chaplin, Cultivate employee. "I'm very happy about this union because it feels good to believe in this job as a long-term career, especially now that the industry has been classified as essential. I want to grow in my job while we grow in the field," said Cultivate employee, Amy Hopkinson.

The workers at Cultivate are continuing the recent successes by workers in the Massachusetts cannabis industry and their vote to unionize is only one of many recent victories by cannabis workers who want stable, professional careers in cannabis. Likewise, Cultivate employees were motivated to Unionize and improve their working conditions through collective bargaining - achieving both a standardization of their relationship with management and access to adequate health coverage for their families.

Political and Organizing Director, Gabe Camacho, said that, "today's historical victory demonstrates the power of workers when they are determined to stick together and fight for what is just at the workplace".

Secretary Treasurer, Fabricio DaSilva, contrasted today's victory at Cultivate with recent anti-union tactics of New England Treatment Access (NETA) around its cultivation employees, "the UFCW applauds Cultivate for its commitment to 'AG' workers and is justifiably encouraged by their inclusion as part of those workers who will benefit from organizing this emerging industry."

In congratulating the Cultivate workers, President Fernando Lemus said, "You have demonstrated your resolve to the company and with that same collective spirit we go on to the bargaining table."

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**UFCW Local 1445 UNION NEWS**  
a VOICE for New England workers and their families since 1938

**2020 Official Quarterly Meeting**

**Reunión oficial trimestral 2020**

**Próxima reunião em 2020**

This quarter's official membership meeting will be held on the following date:  
Esta reunión oficial de membresía trimestral se celebrará en la siguiente fecha:  
Esta reunião será realizada no dia:

**Tuesday, October 27, 2020 6:30 p.m.**

**IMPORTANT - PLEASE NOTE:**

Due to COVID-19 restrictions, this quarter's meeting is tentatively scheduled to be held via Zoom  
Any information regarding registration or changes to dates, times, or locations will be posted as it becomes available